

## Psychological well-being and workplace relations gaps on generational differences

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**ABSTRACT:** This research is done to gain a picture of relationships and communications between staffs and higher-ups, problems that arise in workplace, the problem-solving connected with the generational differences and effects on psychological well-being. Gaps in work relation due to generational differences if not managed well, will indirectly affect the workplace condition and how each individuals do the work. The findings from this research are (1) Individuals can overcome differences between generations if they are able to manage their psychological well-being (2) Gap can occur in the relationship between staffs and higher-ups caused by individual differences in mindset, the value of work embraced, and the way individuals do work, which is affected by differences in the character of each generation (3) The ability to manage psychological well-being can overcome the differences in generations between staffs and higher-ups, namely each must have empathy to be able to understand each other's thoughts, and have the same goal, which is to advance and develop the organization through thinking, ideas and innovations.

**Keywords:** social capital, financial attitude, financial self efficacy, financial inclusion

16<sup>th</sup> INSYMA



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